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Financing of the United Nations Interim Administration Mission in Kosovo

Financing of the United Nations Interim Administration Mission in Kosovo

Report of the Secretary-General

Corrigendum

Annex III

Replace annex III with the attached text.

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Annex III

Implementation of previous recommendations of the Advisory Committee on Administrative and Budgetary Questions

Request	*Response*
1. The Committee requests that the coordination mechanism between the Executive Committee and the Joint Planning Group and the effectiveness of these two bodies be clarified in the next report.	Refer to paragraphs 7 to 9 of the present report.
2. The Secretariat should conclude agreements with the specialized agencies of the United Nations to identify their respective responsibilities and to define their roles in the implementation of technical cooperation activities (A/54/622, para. 13).	The United Nations agencies working in Kosovo are an integral part of the multidimensional operations of UNMIK. The humanitarian pillar of the Mission had entered into memoranda of understanding with the United Nations Development Programme, the United Nations Population Fund, the United Nations Children's Fund, the World Food Programme, the International Fund for Agricultural Development, the International Labour Organization, the Joint United Nations Programme on HIV/AIDS and the World Health Organization. These memoranda of understanding will be reviewed in the context of the phasing-out of the humanitarian pillar by 30 June 2000.
3. There is a need to start cooperation within the international community with a view to limiting sudden cost inflation in conditions of service of personnel and in other operational requirements whenever the United Nations is installed in a place of operation. Steps should be taken to prevent any adverse effects of cost inflation on both the local community and the foreign entities. Information on the foregoing should be provided to the General Assembly in future budget submissions (ibid., para. 19).	The local salary scale issued by the United Nations Secretariat is being used by the United Nations entities operating in Kosovo. A local salary survey was conducted by the United Nations Secretariat in Kosovo in August 1999 and another survey is scheduled for the autumn of 2000. The forthcoming survey will be implemented in accordance with the revised International Civil Service Commission's methodology, and will use as comparators a wider selection of employers from both private and public sectors. This will contribute to development of a local salary scale that reflects more realistically the current market conditions in Kosovo.
4. The Office of Human Resources Management should be more closely involved in the review of the grades, taking into account the structure and nature of the operation, especially at the levels of P-5 and above. The Committee requests that the Department of Peacekeeping Operations and the Office of Human Resources Management look into this matter and, on the basis of the experience gained so far in peacekeeping operations, determine whether or not it is feasible and practical to establish generic grades (ibid., para 20).	With regard to the job classification standards, these were developed by the International Civil Service Commission for the Secretariat, United Nations offices and agencies and included in the April 1994 issuance of the Common Classification of Occupational Groups. These standards are reviewed and weighted in the context of the actual functions and responsibilities in order to determine the level of the post. With regard to peacekeeping operations, the above criteria plus the development of the job descriptions have been

Request	*Response*
	delegated to the Department of Peacekeeping Operations. That Department has approached the Office of Human Resources Management to examine the possibility of having a wider category of classified generic job descriptions for recruitment purposes. This, however, is in the development state and the outcome is highly dependent on the time and resources which are required for such an exercise.
5. The Committee requests that efforts be made to better coordinate gender-related activities implemented under all four pillars of UNMIK. Information to this effect should be included in the next budget submission for UNMIK (ibid., para. 24).	Refer to paragraphs 53 and 54 of the present report.
6. Close programme coordination, where applicable and cost-effective, should be pursued by the United Nations and OSCE (ibid., para. 27).	In coordination with OSCE, KFOR and UNMIK, a committee has been created wherein the UNMIK Department of Justice is responsible for assisting investigating judges, prosecutors and the police on matters regarding evidence/statements admissible before the investigating judge in the course of preliminary examinations procedures and at trials. The UNMIK Department of Justice has assisted OSCE in setting up training sessions for judges and prosecutors and in preparing the curriculum for this training. Several symposia have been held and further sessions are planned. The UNMIK Department of Justice is coordinating efforts with OSCE to continue these activities and has worked with OSCE towards the creation of the Ombudsman institution.
7. The Advisory Committee requests that a review be undertaken of the most effective means by which UNMIK could implement its public information programmes. Such a review should consider a number of options, including using facilities now under development by OSCE (ibid., para. 29).	The institution-building pillar is mandated to create conditions that support freedom of the press and freedom of expression in Kosovo. As a first step towards a new public broadcasting service, OSCE and the European Broadcasting Union have established Radio Television Kosovo (RTK), which is publicly financed. Since September 1999, the RTK has been broadcasting a daily two-hour television programme in the Albanian and Serbian languages. Radio Kosovo broadcasts in the Albanian and Turkish languages and plans to soon restart its Serbian language broadcasting. The OSCE Department of Media Affairs is also mandated to prepare media regulations, including the issuance of licences and allocation of broadcasting frequencies.

Request	*Response*
8. The situation where there is no office for the protection of minorities requires an immediate review, taking into account the mandate set out in Security Council resolution 1244 (1999). Furthermore, the Committee is of the view that a P-4 post for this function is inadequate and requests that the level of the post be reviewed urgently. Consideration should also be given to assigning additional posts to discharge this function (ibid., para. 36).	While the humanitarian pillar of UNMIK will be phased out in the reorganized Office of Human Rights and Minority Affairs, one P-5 post has been reassigned to the area of the protection of minorities. The incumbent will coordinate policy and activities with counterparts in other UNMIK pillars and will maintain contacts with relevant offices at the regional and municipal levels. In addition, two new P-3 posts are proposed as Minority Protection Officers in the Office.
9. A study should be undertaken, involving the Office of Human Resources Management, of all policy and financial implications of introducing a National Officer category of personnel in UNMIK. Bearing in mind that National Officers have been used in the United Nations Mission in Bosnia and Herzegovina (UNMIBH), the Committee further recommends that the study also include the wider implications for all future peacekeeping operations (ibid., para. 40).	The Department of Peacekeeping Operations has initiated discussions with the Office of Human Resources Management of the United Nations Secretariat to lay the groundwork for the study on the use of National Officers. Criteria are being developed for the acceptance of candidates in the National Officer category in peacekeeping missions. The question of the use of National Officers and its impact on the United Nations common system will also be considered during the upcoming session of the International Civil Service Commission.
10. The Committee urges the Secretary-General to expedite the current negotiations on formed police units so that they can be deployed as soon as possible (ibid., para. 42).	The first Special Police Unit will be deployed in the mission area by the end of March and all 10 Units are expected to be deployed by June 2000.